

**BEFORE THE STATE BOARD OF MEDIATION
STATE OF MISSOURI**

MISSOURI ASSOCIATION OF PUBLIC EMPLOYEES)	
)	
)	
Petitioner,)	
)	
vs.)	Public Case No. 80-012
)	
MISSOURI DIVISION OF AGING AND FAMILY SERVICES)	
)	
)	
Respondent.)	

DECISION

This case appears before the State Board of Mediation upon the Missouri Association of Public Employees filing a petition for certification as public employee representative for certain employees of the Missouri Divisions of Aging and Family Services. The employees in question are those employees classified as "homemakers" and "community workers." A hearing was held July 15, 1980 in Jefferson City, Missouri at which representatives of the Missouri Association of Public Employees and Divisions of Aging and Family Services were present. Because the evidence adduced at that time was insufficient to determine an appropriate bargaining unit within the Missouri Divisions of Aging and Family Services, the Board was unable to render a decision. A second hearing was conducted on November 17, 1980 at which both parties were allowed to present further evidence regarding the employees said to have a community of interest separate from that of other division employees.

In determining community of interest questions, the Board looks to a number of factors in determining whether the employees have such a community of interest. As stated in Service Employees International Union, Local 96 vs. Blue Springs, Case No. 79-031 (SBM 1980), the Board will look at such factors as the amount of contact and

interchange among the employees concerned, similarities in pay, fringe benefits and type of work, and whether or not there is common supervision. Because little, if any, evidence was submitted concerning the above factors, the board is unconvinced that the "homemakers" or "community workers" have a community of interest separate from the other employees of the division. Accordingly, the Missouri Association of Public Employees' petition must be dismissed.

Signed this 23rd day of March, 1981.

STATE BOARD OF MEDIATION

(S E A L)

/s/ Mary L. Gant
Chairman

/s/ Herbert L. Shaw
Herbert Shaw, Employer Member

/s/ Joseph Cointin
Joseph Cointin, Employee Member